

## **Backed by ALPA and Its Professional Staff**

ALPA and its professional staff round out the team. They provide experience and technical expertise to assist the pilot group throughout negotiations, contract ratification, and implementation of a collective bargaining agreement.

Each pilot group is assigned a contract administrator/attorney (CA) who is an experienced airline industry negotiator. The CA works with the MEC and Negotiating Committee as they develop goals and priorities, helps write contract proposals, and is at the table with the Committee during negotiations. The CA also works with the pilot group to enforce the contract and ensure that management fulfills its obligations to the pilots as outlined in the contract.

The pilot group is also assigned an economic and financial analyst to assess the airline's ability to meet the pilots' needs and further to develop complex cost models as part of valuing the cost to the company of changes to pilot and company contract proposals.

In addition, an employee benefits specialist works with the pilot group to help navigate the complex world of retirement and insurance. Benefits specialists help develop programs tailored to the circumstances and needs unique to each pilot group.

The pilot group is assigned a communications specialist who, in coordination with the MEC and Negotiating Committee, helps to develop and implement a strategic communications plan—or that keeps the pilots informed in a timely way and ensures that pilots can provide input and feedback during negotiations.

The ALPA team approach delivers a unified and powerful voice for its pilots—a voice that articulates the interests and concerns of the members and is backed by the experience and expertise of the combined resources of the pilots' union—ALPA.